



Alliances for Graduate Education and the Professoriate (AGEP)

PROGRAM SOLICITATION NSF 21-576

AGEP Program Home Page

https://www.nsf.gov/funding/pgm_summ.jsp?pims_id=5474

April, 2021 AGEP Program Solicitation Webinar



Carrie Hall
Program Director
carhall@nsf.gov
703-292-4641



Maurice Dues
Program Specialist
mdues@nsf.gov
703-292-7311



Mark Leddy
Program Director
mleddy@nsf.gov
703-292-4655



Sandra Romano
Program Director
sromano@nsf.gov
703-292-5064

AGEP Program Home Page

https://www.nsf.gov/funding/pgm_summ.jsp?pims_id=54

74

Alliances for Graduate Education and the Professoriate (AGEP)

PROGRAM SOLICITATION

NSF 21-576

REPLACES DOCUMENT(S):

NSF 16-552



National Science Foundation

Directorate for Education and Human Resources
Division of Human Resource Development

Letter of Intent Due Date(s) (*required*) (due by 5 p.m. submitter's local time):

June 02, 2021

Letters of Intent are only required for those planning to submit a full AGEP Faculty Career Pathways Alliance Model proposal. Submitting a letter of intent automatically allows you to submit a full proposal to the August 24, 2021 deadline.

June 02, 2022

Letters of Intent are only required for those planning to submit a full AGEP Faculty Career Pathways Alliance Model proposal. Submitting a letter of intent automatically allows you to submit a full proposal to the August 25, 2022 deadline.

Preliminary Proposal Due Date(s) (*required*) (due by 5 p.m. submitter's local time):

February 08, 2022

Second Tuesday in February, Annually Thereafter

Preliminary proposals are only required for institutions of higher education that want to submit a full AGEP Institutional Transformation Alliance proposal.

Full Proposal Deadline(s) (due by 5 p.m. submitter's local time):

August 17, 2021

Third Tuesday in August, Annually Thereafter

A large group of graduates in academic regalia, including caps and gowns, are posed in several rows for a group photo. Many are holding diplomas. The background is dark, and the floor has a patterned carpet.

AGEP Program Goal

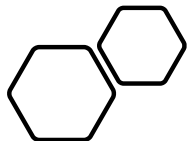
Increase the number of African American, Hispanic American, Native American Indian, Alaska Native, Native Hawaiian and Native Pacific Islander faculty in STEM.

AGEP Program Solicitation Tracks

Faculty Career Pathways Alliance Model (FC-PAM)

AGEP Catalyst Alliance (ACA)

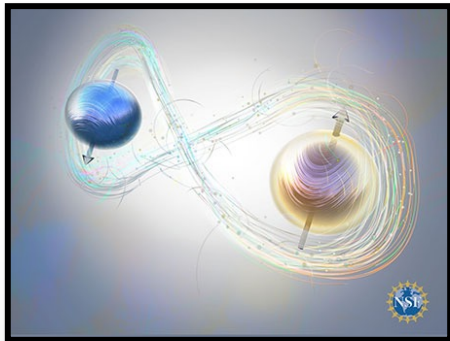
AGEP Institutional Transformation Alliance (ITA)



Dr. Sethuraman
Panchanathan
Director, National
Science Foundation









Proposal Eligibility

- Who May Submit Proposals: Two- and four-year IHEs, including community colleges
- No Limit on
 - Who can serve as PI
 - Number of proposals per PI
 - Number of proposals per organization

Institutional Transformation Alliances

- Submission requires a Catalyst award
- NSF invite after preliminary proposal

1. Employ approaches that target systemic & institutional change to advance AGEP populations toward tenure & promotion in STEM
2. Partner with similar IHEs to propose a collaborative project
3. Include change agents with relevant expertise as leaders
4. Apply an intersectional lens for project design & change strategies



V. PROPOSAL PREPARATION AND SUBMISSION INSTRUCTIONS

A. Proposal Preparation Instructions

Letters of Intent (*required*):

AGEP Faculty Career Pathways Alliance Model (FC-PAM) Letter of Intent: A Letter of Intent (LOI) is required ONLY for IHEs that plan to submit an FC-PAM collaborative proposal. Only one LOI is needed for the collaborating research institutions that plan to submit the FC-PAM proposal.

Letter of Intent Preparation Instructions:

When submitting a Letter of Intent through FastLane in response to this Program Solicitation please note the conditions outlined below:

- Submission by an Authorized Organizational Representative (AOR) is required when submitting Letters of Intent.
- Submission of multiple Letters of Intent is permitted

Preliminary Proposals (*required*): Preliminary proposals are required and must be submitted via the NSF FastLane system, even if full proposals will be submitted via Grants.gov.

AGEP Institutional Transformation Alliance (ITA) Preliminary Proposals

1. Preliminary ITA proposals are ONLY required for IHEs that want an opportunity to submit a full ITA proposal.
 - a. A group of IHEs that have not previously had an ITA award, can submit an ITA preliminary proposal.
 - b. At least one of the institutions submitting a preliminary proposal to the ITA track must first have had an AGEP Catalyst Alliance.
 - c. The proposing IHEs represented in the preliminary ITA proposal must be the same collaborating IHEs, who will plan to submit a full ITA proposal, if invited by NSF to submit the full ITA proposal.
 - d. For the preliminary ITA proposal, the Project Description is limited to eight pages.
 - e. NSF will send a binding notice of the invite or not invite decision resulting from the preliminary proposal.

Full Proposal Preparation Instructions: Proposers may opt to submit proposals in response to this Program Solicitation via FastLane or Grants.gov.

- Full proposals submitted via FastLane: Proposals submitted in response to this program solicitation should be prepared and submitted in accordance with the general guidelines contained in the *NSF Proposal & Award Policies & Procedures Guide (PAPPG)*. The complete text of the PAPPG is

Additional AGEP Solicitation Specific Review Criteria

- 1. Advance more than one stage along the pathway to faculty promotion and/or tenure**
- 2. Use an intersectional lens & perspective to address systemic & institutional changes in practices and policies**
- 3. The plan & institutional commitment to institutionalize & sustain the proposed project activities**



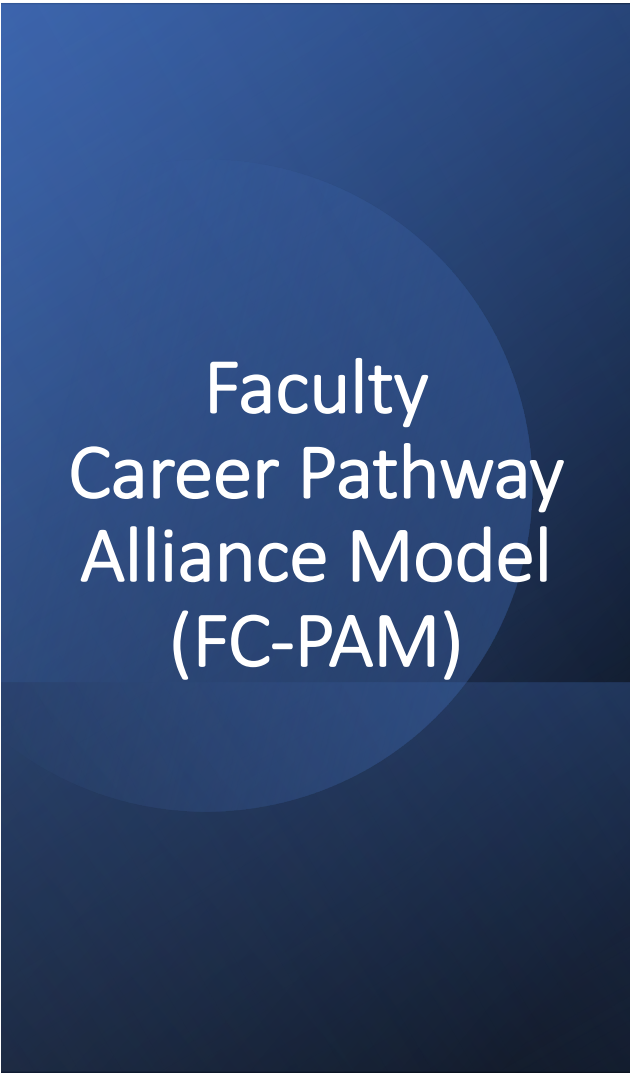
Faculty Career Pathway Alliance Model (FC-PAM)

- To support the *development, implementation, evaluation, and institutionalization* of Alliance *models* within similar institutions
- To self-study the work of collaborations to investigate how socio-cultural, economic, structural, leadership & institutional variables affect:
 - The formation of the Alliance,
 - The strategies or interventions implemented by the Alliance,
 - The Institutionalization of the model

Faculty Career Pathway Alliance Model (FC-PAM)

Self-study Sample Questions

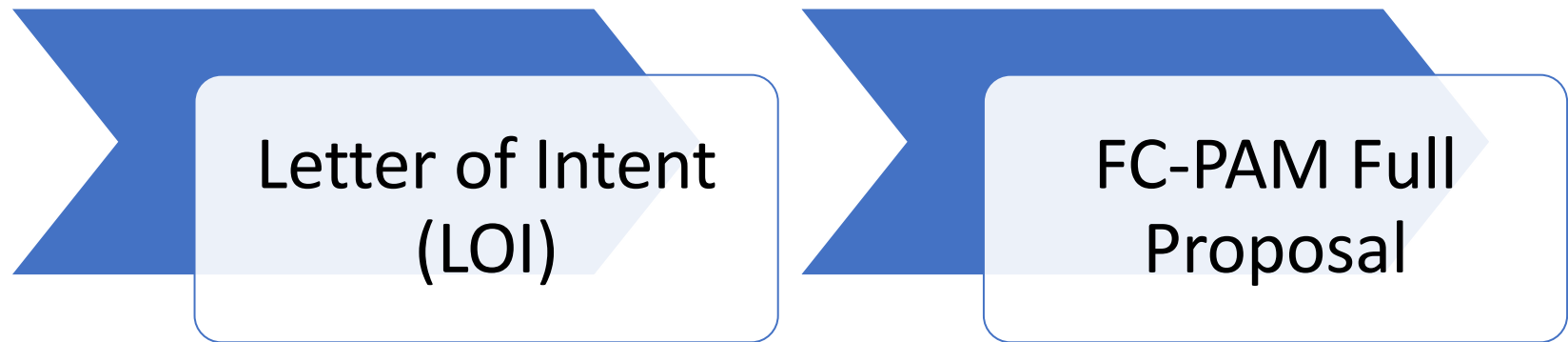
- How have the local socio-cultural, economic and structural policies, practices, and other relevant variables of each partnering institution contributed to or limited the collaborative work?
- Which of the above relevant variables have featured prominently in the Alliance model's strategies to address the institutional barriers that negatively impact advancement?
- Which institutional policies, practices and structural conditions have positively affected implementation of specific interventions to advance toward, into or through STEM faculty careers?
- What challenges and successes are experienced during model development, implementation, self-study, dissemination, and institutionalization?
- How has the team, and their institutions, made changes to the project activities in response to the challenges they have experienced?

The graphic consists of a dark blue rectangular background. Overlaid on this is a lighter blue circle. The text 'Faculty Career Pathway Alliance Model (FC-PAM)' is written in white, sans-serif font, centered within the circle.

Faculty Career Pathway Alliance Model (FC-PAM)

- 3-4 institutions/Alliance
- One or more STEM disciplines
- One LOI for collaborative proposals only
 - Submitted by AOR
 - Multiple LOIs are permitted
- 1-2 awards/competition
- 5 year duration
- maximum of \$2.5M - \$2.9M/Alliance
- Will be discontinued after August 2022 Full Proposal Submission

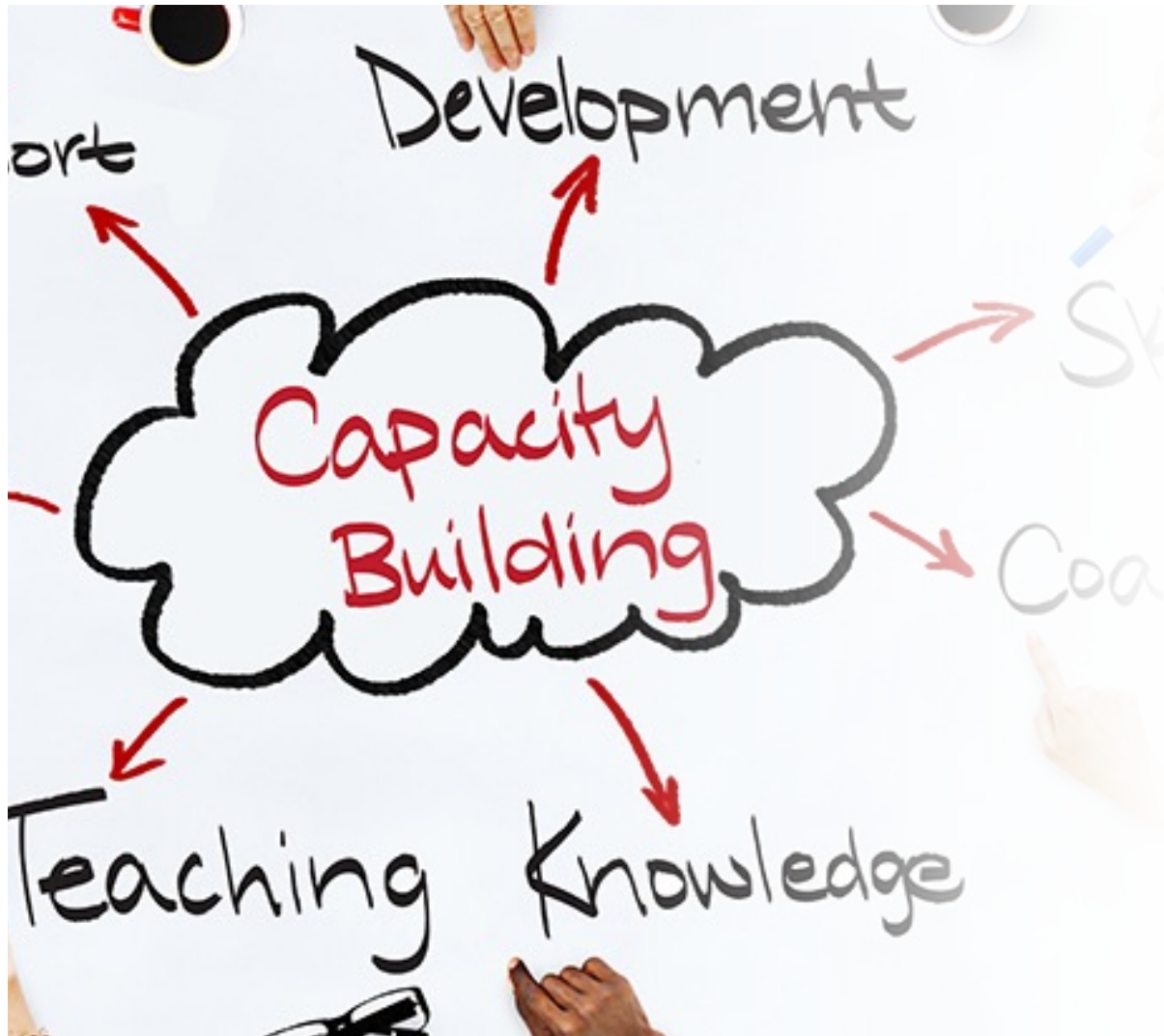
Faculty Career Pathways Alliance Model (FC-PAM)



The *AGEP Catalyst Alliance (ACA)*



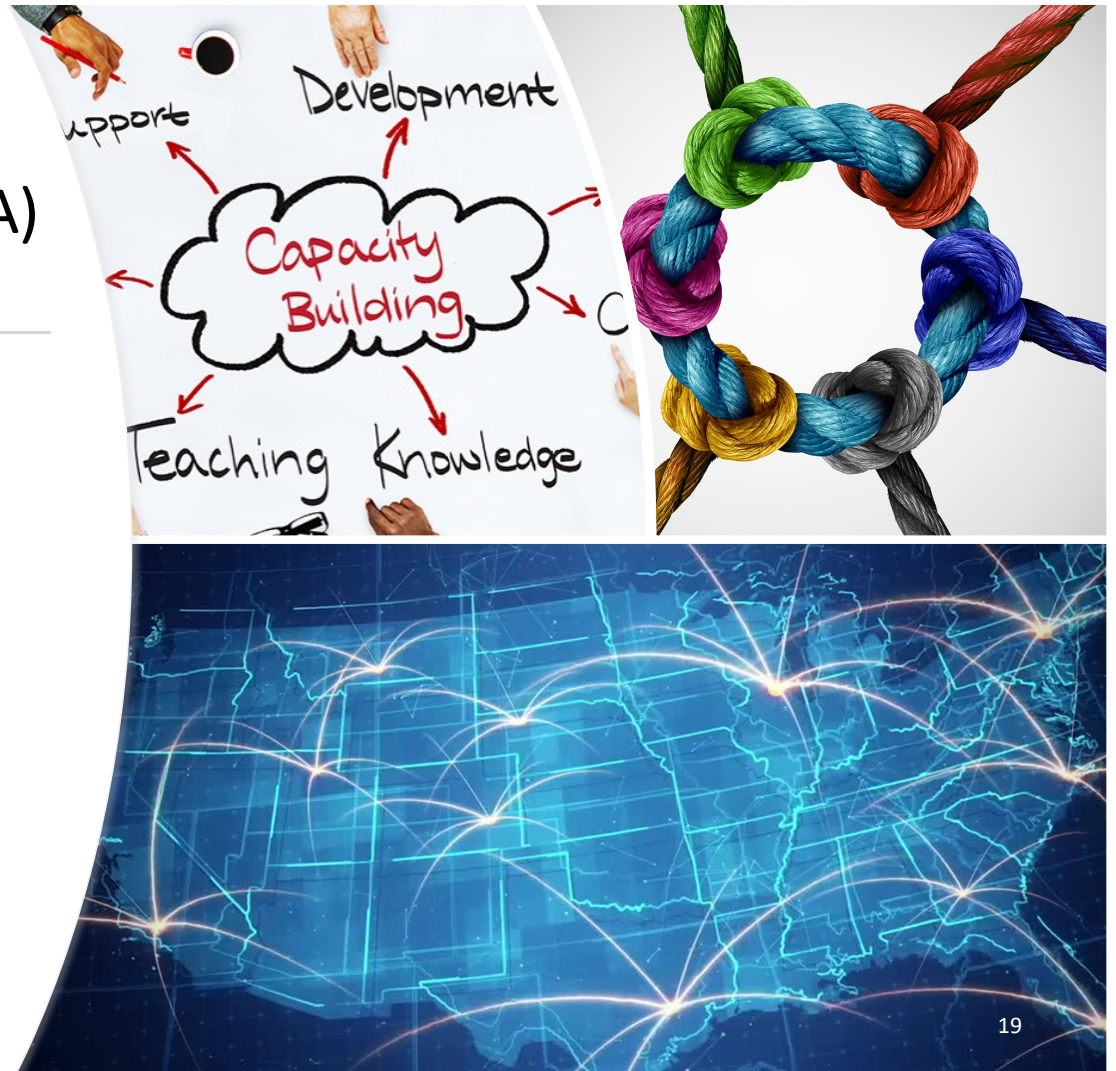
- ▶ Supports the design and implementation of one or more organizational self-assessment(s) to:
 - Collect and analyze data that will identify inequities affecting the AGEP populations;
 - Pilot equity strategies as appropriate; and
 - Develop a five-year equity strategic plan for the AGEP populations.
- ▶ A facilitator grant to generate the foundational work necessary to initiate an AGEP Institutional Transformation Alliance (ITA) proposal.



The *AGEP*
Catalyst
Alliance (ACA)

AGEP Catalyst Alliance (ACA)

- One or more STEM disciplines
- No LOI or preliminary proposal necessary
- 3-4 institutions/Alliance
- Maximum of \$400K/Alliance
- 2-year duration
- Required for ITA preliminary submission





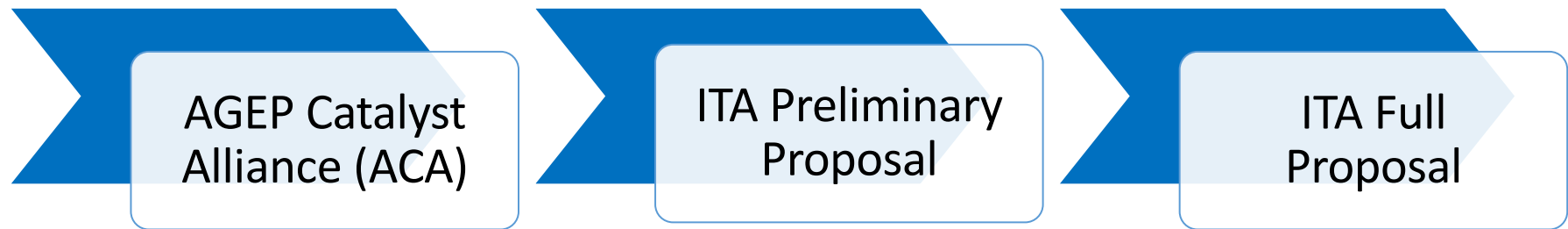
Institutional Transformation Alliances (ITA)

- *Develop, implement, evaluate and disseminate* innovative systemic & institutional change strategies
- Create permanent policy & practice changes that advance AGEP populations
- Project work is expected to be institutionalized & sustained after NSF funding expires

Institutional Transformation Alliances (ITA)

- 3-4 institutions/Alliance
- At least one of the institutions submitting must first have or have had an AGEP Catalyst Alliance
- Preliminary proposals required (Feb. 2022)
- First full proposals August 2022
- IHEs in the preliminary proposal must be the same collaborating IHEs who will plan to submit a full ITA proposal, if invited
- Details about Preliminary & Full in Solicitation
- 2-3 awards/competition
- 5 year duration
- Maximum of \$4M – 4.4 M/Alliance

AGEP Institutional Transformation Alliance (ITA)



NSF AGE ² Track	IHEs / STEM Discipline(s)	Prior NSF AGE ² Status	Multiple Organizations Required?	Budget	Preliminary Proposal / Letter of Intent (LOI)
ITA	Multiple IHEs (All STEM)	<u>Yes:</u> 1 IHE had or has an ACA	<u>Yes</u>	<u>\$4M</u> or \$4.4M for 5 yrs	<u>Preliminary proposal required:</u> NSF invites or not for Full
FC-PAM	Multiple IHEs (One or more STEM)	<u>No</u>	<u>Yes</u>	<u>\$2.5M</u> Or \$2.9M for 5 yrs	<u>LOI required</u>
ACA	Multiple IHEs (All STEM)	<u>No</u>	<u>Yes</u>	Up to <u>\$400K</u> for 2 Yrs.	None

FCPAM & ITA may Request Additional \$400K Funding for Collaboration

- The ADVANCE Institutional Transformation (IT) track
- Institutional and Community Transformation track in the Improving Undergraduate STEM Education (IUSE)
- NSF INCLUDES National Network
- Innovations in Graduate Education (IGE)
- National Science Foundation Research Traineeship (NRT)

June 2021 – August 2022 Due Dates

June 2021	August 2021	February 2022	June 2022	August 2022
LOI FCPAM	Full FCPAM		LOI FCPAM	Full FCPAM
	Full Catalyst			Full Catalyst
		Preliminary ITA		Full ITA

AGEP Program Home Page

https://www.nsf.gov/funding/pgm_summ.jsp?pims_id=54

74

Alliances for Graduate Education and the Professoriate (AGEP)

PROGRAM SOLICITATION

NSF 21-576

REPLACES DOCUMENT(S):

NSF 16-552



National Science Foundation

Directorate for Education and Human Resources
Division of Human Resource Development

Letter of Intent Due Date(s) *(required)* (due by 5 p.m. submitter's local time):

June 02, 2021

Letters of Intent are only required for those planning to submit a full AGEP Faculty Career Pathways Alliance Model proposal. Submitting a letter of intent automatically allows you to submit a full proposal to the August 24, 2021 deadline.

June 02, 2022

Letters of Intent are only required for those planning to submit a full AGEP Faculty Career Pathways Alliance Model proposal. Submitting a letter of intent automatically allows you to submit a full proposal to the August 25, 2022 deadline.

Preliminary Proposal Due Date(s) *(required)* (due by 5 p.m. submitter's local time):

February 08, 2022

Second Tuesday in February, Annually Thereafter

Preliminary proposals are only required for institutions of higher education that want to submit a full AGEP Institutional Transformation Alliance proposal.

Full Proposal Deadline(s) (due by 5 p.m. submitter's local time):

August 17, 2021

Third Tuesday in August, Annually Thereafter

Additional General Proposal Preparation Guidance:

1. The proposals should be collaborative research submissions, following the guidance in the Chapter II.D.3 of PAPPG. Separately submitted collaborative proposals are highly encouraged, however NSF understands that there are times when a single proposal with the subawards method must be used to complete the submission and proposed AGEP Alliance work (such as when the lead institution in a collaborative research proposal is the office for a state-wide system of similar IHEs).
2. All proposals should provide, as part of the Project Description, a brief narrative theory of change for the AGEP Alliance work; and it may be valuable also to include a diagram to visualize the theory of change. This narrative should be part of the brief rationale and literature review that is provided in the Project Description.
3. All proposals should include, as part of the Project Description, a logic model for the AGEP Alliance. The ITA and FC-PAM Alliances are encouraged to submit a two page logic model, as this option allows proposers to have an overarching AGEP Alliance logic model and then a second, linked logic model that is focused solely on the interventions and strategies.
4. There needs to be a robust management, leadership, and communication plan for engaging all partners equally to work collaboratively on all activities of the AGEP Alliance. This plan should be described as part of the Project Description. Team members are expected to include a variety of change agents with expertise in leadership, basic STEM, social science and educational research, as well as team members with experience advancing the AGEP populations and the policies and practices that positively affect their career progress. The plan must clearly identify the roles and responsibilities of each collaborating IHE and partnering organization, as well as for every team member.
5. All proposals should provide, as part of the Project Description, a single goal statement for the AGEP Alliance. The goal statement should reflect an actionable item(s) that is/are measurable and reasonably achievable during the requested duration of the AGEP Alliance. The proposal may or may not include objectives, but these must also be actionable, measurable, and achievable during the proposed duration.
6. Proposals should also provide, as part of the Project Description, detailed descriptions of the evidence-based approaches, strategies, and interventions or actions they plan to implement to address the AGEP Alliance goal, the objectives (if objectives are included), goal progress and goal achievement.
7. Proposals must address, as part of the Project Description, the plan for assessment of AGEP Alliance model project progress and success. Mechanisms and strategies must be in place to assess project successes. Details should be provided about engaging an external advisory board, publishing project work in peer-reviewed journals, and conducting project evaluation activities. It is required that an AGEP Alliance proposal include a formative and summative evaluation plan, with the formative component constituting the AGEP Alliance self-study and testing component. It is recommended that proposers include, as part of the Project Description, an evaluation plan that does not exceed two pages. The plan should be developed with internal and external evaluators who have appropriate expertise to conduct the work. The internal evaluator shall conduct the formative assessment, while the external evaluator shall conduct the summative evaluation. Explicit formative and summative project evaluation questions should be stated with a detailed description of the methods that will be used to conduct the evaluation and address the questions. Assessments must be directly linked to the AGEP Alliance logic model; and must address the AGEP Alliance's proposed activities; short-term, mid-term and long-term outcomes; and impacts. Key mechanisms that affect AGEP Alliance success or failure, which include socio-cultural, economic, structural, and institutional variables, should also be described in the evaluation plan with steps describing careful examination of such factors. The collection and reporting of project-related data and participants' evaluations of activities alone are insufficient for AGEP Alliance project evaluation. The evaluation



AGEP Program Team



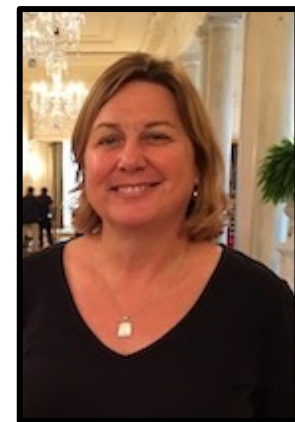
Carrie Hall
Program Director
carhall@nsf.gov
703-292-4641



Maurice Dues
Program Specialist
mdues@nsf.gov
703-292-7311



Mark Leddy
Program Director
mleddy@nsf.gov
703-292-4655



Sandra Romano
Program Director
sromano@nsf.gov
703-292-5064